



Factors that contribute to job satisfaction



Many people think that a job is that thing they do for cash. But is a good job just about the cash? There are a lot of factors besides money that contribute to job satisfaction.



1. **Salary**

Only 50.7% of people say that they're satisfied with their current jobs and those most UNSATISFIED are making \$50,000 or more a year.



2. **Benefits**

A good salary may not look so great once you factor in the cost of insurance, health care and retirement savings. A good benefits package can more than make up for a lower salary.



3. **Ability to Influence Decisions**

Having a real say in the decision-making process can be personally satisfying and contribute to your sense of involvement and identification with the company. When you contribute, people notice. When you contribute, opportunities open up.



4. **Job Security**

Job security is rapidly becoming a thing of the past. Most people will have many jobs over the course of their working lives. What job security means today is that you have strong transferable skills and knowledge that you can bring with you to each new job. Plan to build solid reading, math, technical and thinking skills.



5. **Workload**

A heavy workload can lead to stress and burnout. A light workload can be totally boring and unsatisfying. Of course there will be more and less intense periods with every job but over the long haul you want balance! A good job will give you enough work to keep you productive and challenged and yet not so much that you feel you're being taken advantage of.



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6. Flexibility

The office environment is expanding beyond the building walls. Workers belonging to the same work team may be in different states or even different countries. Approximately 20% of the US workforce telecommutes and this number grows at the rate of 12% per year. Currently 53% of federal workers are on flexible or compressed work schedules. The standard 9-5 work day isn't suited to everyone or to every situation. Check out the possibilities.



7. Physical Work Environment

Few workplaces are exactly as we want them to be but a poor work environment can make us hate getting up in the morning. Is the workplace comfortable? How is the ventilation? Lighting? Temperature? Is there adequate privacy? Is it attractive and welcoming? Is it conducive to work? Are you OK with the dress code?



8. Advancement and New Opportunities

Does management reward achievements with increased responsibility? Are there opportunities for growth or promotion? Can you work towards different responsibilities? Lack of opportunity can be frustrating and demoralizing.



9. New Technologies

Companies that use cutting edge technology provide you with new challenges, new skills and new experiences that you take with you along your career path. Having to bumble along with insufficient resources and aging technology can be difficult and draining.



10. Interesting Projects

Working on interesting projects can be greatly rewarding. When you work with a motivated group of people on a project that is meaningful to you—organizing a major event, building a bridge, launching a new product, helping out in a natural disaster—it is an opportunity to build new skills and to establish yourself as a team player who can contribute under pressure.





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11. Training and Education

Training and upgrading keep you on top of your game and can greatly increase chances for advancement. Does the company offer training? Does the company support continuing education by giving time off as needed? Remember that the majority of new jobs will require some postsecondary education.



12. Interpersonal Relations

Good relationships in the workplace are essential ingredients of a good job. The workplace is a social environment. Employees are happier and do better when there is a sense of teamwork and camaraderie. When employees get along and work well together, there is lower turnover, less friction and better performance.



13. Challenges

A job that doesn't stretch you can lead to frustration and dissatisfaction. If you're bored, resentful and unhappy you are not doing yourself or your employer much good.



14. Recognition

A good company will take the time to acknowledge and appreciate employee efforts, especially when an employee goes above and beyond the job description. Maybe this means making a suggestion that saves the company money, streamlining a procedure or helping the company exceed production or sales quotas. It can also mean doing what you were hired to do—taking pride in your work, being friendly and doing your job consistently well.



So, can there **really** be job satisfaction? Of course there can! And you can be absolutely sure that it involves MUCH more than salary.

- Work makes you feel good.
- Work gets you many of the things you want.
- Work earns you the respect of others.
- Work increases your capacity and knowledge.
- Work connects you with people—networks and friendships.
- Work connects you with opportunities. Work opens new doors and points you in new directions.

